

December 1995

UC-AFT NEWSLETTER

University Faculty, Librarian and Professional Union
AFT Local 1474, Berkeley & San Francisco Campuses

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IMPASSE DECLARED!!

The UFL (University Federation of Librarians) and the University of California have mutually declared impasse at the bargaining table. This means that we were not able to reach agreement on the articles that were open for negotiation. The union would not agree to the proposal to bifurcate our cost of living adjustments from those given to the Academic Senate (create a two-tier wage system). Both sides filed a declaration with the Californian Public Employment Relations Board (PERB), certifying that we are at impasse. This will be passed on to the State Mediation Board, which will appoint a mediator to try to bring us to agreement. As of this date, the appointment has not been made and no meetings have been scheduled.

In a further slap at the hard-working librarians represented by the UFL, the University gave no increase at all to those of us in the bargaining unit, while those librarians outside the bargaining unit received a 1.5% increase on November 1 - the same amount given to UC staff. At the same time, lecturers and Senate faculty got a 3% increase.

We have had great support from the Academic Senates on several campuses who recognize the vital role librarians play in the teaching mission of the University. It is important that we continue to advocate our case and ask that letters supporting our position be sent to President Richard C. Atkinson, University of California, 300 Lakeside Drive, 22nd Floor, Oakland, CA 94612.

Join the union! Or if you are already a union member, ask your non-union colleagues to join. A continuing increase in membership (as has been occurring these last few months) really lets the University know how unified the librarians are around this issue. Fill out the form on the back of this newsletter and return it as soon as possible!

HOLIDAY REMINDER

One of the hard-fought issues that the union has won for librarians is the flexible use of time to fulfill our commitments.

That means that if your campus is closed between the Christmas and New Years Administrative Holidays (i.e. December 27 & 28), you may have the option of taking the time off and not recording it as vacation or leave without pay. The MOU, Article XX, Vacation B.4, states, "During holiday closures librarians who are not required to work may use vacation, take leave without pay, or request alternative arrangements. The University's decision regarding alternative arrangements shall not be capricious or unreasonable..."

For any questions, contact your library rep. asap.

REPORT ON OCTOBER MEMBERSHIP MEETING

The AFT Local 1474 Membership Meeting held on October 24, 1995 at the Women's Faculty Lounge was small but lively. The meeting opened with a brief update on affirmative action by AFT faculty member and activist Carlos Munoz. Professor Munoz has been very vocal in his support for affirmative action through his work with campus and faculty organizations locally and nationwide. He reported that the faculty senate at Berkeley had voted overwhelmingly in favor of asking the Regents to reconsider their vote eliminating affirmative action programs at UC. AFT members and officers present at the membership meeting reiterated their support for reinstating affirmative action at UC and asked Carlos to continue to speak out as a representative of UC AFT on this critical issue.

Other issues discussed at the meeting included an update on librarian bargaining and upcoming elections for new AFT 1474 officers. (Both these topics are discussed in more detail in this newsletter).

Finally, the topic of proposed UC restriction on E-mail usage, including limiting the union's abilities to use E-mail to communicate among officers and with members, was discussed. The University recently circulated draft "Electronic Mail Guidelines" for comment. AFT's University Council has written the Administration expressing our concern about the guidelines, particularly our dismay that UC is describing communication from "employee union representatives" as communication for "non-University purposes".

A librarian at UC Irvine has recently had direct experience with UC's approach to privacy rights and E-mail. While out on leave, her department head had her e-mail routed to him for review. The Irvine AFT Local worked with

the Faculty Senate AFT membership to have the routing stopped. The Irvine AFT librarian is filing a grievance and pursuing legal counsel regarding her right of privacy being violated by her employer.

AFT members at the October 24 membership meeting discussed their interest in forming a committee to work on the e-mail issue. The committee needs a chair and additional members. If you are interested, please contact AFT Local 1474 organizer Mary Ellen Doyle at: 415-206-1026 or local1474cft@igc.apc.org.

UPCOMING ELECTIONS

Local 1474 will be holding elections for a new slate of officers - President, Vice-President, Secretary and Treasurer, in the new year. Our Local Executive Board is staffed by dedicated volunteers. Join us today in this time of revitalization of the American labor movement as a new slate of officers takes over the leadership of the AFL-CIO, you too can become a part of the leadership of the labor movement by running for one of the AFT positions! If you are interested in running for office or would like to nominate a fellow union member for office, please contact Mary Ellen Doyle by February 1st.

AFT ORGANIZER HIRED

Local 1474 has hired Mary Ellen Doyle as an organizer for 10 hours a week. Mary Ellen has worked as an organizer in different capacities for the past several years and has recently completed a degree in Labor Studies as part of her vocational rehabilitation from a job-related injury. She has been hired to increase membership in the Local as well as to recruit active members to run for the positions in the upcoming elections. If you haven't already met her, expect a visit from Mary Ellen in the near future!

LECTURER BARGAINING UPDATE

Lecturers in the UC system are facing the same situation that librarians are currently involved with in their bargaining with the University. Lecturers will find themselves 9% behind the ladder faculty in pay increases over the next three years if the University continues its policy of bifurcating cost of living increases.

Academic Senates at several campuses have voted to oppose this policy. We must organize around this very serious issue. Membership is increasing and the more members we have in the Local, the stronger position we will have at the bargaining table. It's definitely worth 1% of our pay in membership dues in exchange for 9% in pay increases.

Bargaining for the lecturers will begin this spring, most likely in May. We will have the opportunity to open three articles of our contract, but so will the University. If they are attacking our salaries, what's next, our benefits? We must stand together in this crucial time. Join the union now and become a member of the bargaining committee!

10,000 PROTEST UC REGENTS' VOTE ON AFFIRMATIVE ACTION

"Give us schools, not jails!", thundered the voice of Rev. Jesse Jackson to a crowd of 10,000 people gathered in the University of California Berkeley's Sproul Plaza. A wave of cheers burst forth and a sea of fists rose into the air in response. Jackson's comment, and those of many speakers at this October 12 demonstration, spelled out in plain language the grim choice awaiting many

who will be denied access to higher education in California if the UC Regents' decision to end affirmative action is not reversed.

The rally was part of a day of action on college campuses across the nation to protest laws and policies aimed at chipping away civil rights. Among those angered by the regents' decision is UC Berkeley Professor Gerald Berreman, an AFT member who has taught anthropology for 35 years. "I'm appalled at the regents' intrusion into internal campus affairs that aren't any of their business," said Berreman, noting that the academic senate from each campus, all nine chancellors and the UC Students Association are on record supporting affirmative action.

Betty Szudy, vice-president of AFT Local 1474, agreed, "Our faculty and our other members strongly support affirmative action and recognize the need for greater diversity among UC faculty and K-12 teachers." Szudy was sporting a royal blue AFT T-shirt emblazoned with the message, "I am a UC employee and I support affirmative action." (NOTE: THESE T-SHIRTS ARE STILL AVAILABLE! CONTACT THE UNION.)

IN MEMORIAM

Paul Goodman, the first president of the University Council/AFT and professor emeritus of history at UC Davis, died on October 6. Goodman died of lung cancer; he was 61. Goodman was committed to social change and believed "you have to do your fair share". His lifetime of activism will be missed by the union. Donations in his memory to support UC Davis history graduate students can be made to: UC Regents, Attn: Debbie Lyon, Dept. of History, UC Davis, Davis, CA 95616.

UC-AFT MEMBERSHIP FORM

Home Phone: _____

UPAY 669 (10/80)

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